DOCUMENT RESUME

ED 135 421 JC 770 150

TITLE Faculty and Administrative Salaries in the Public Community Colleges of Illinois 1976-77. Data and Characteristics Volume V, Number 7.
INSTITUTION Illinois Community Coll. Board, Springfield.
PUB DATE Jan 77
NOTE 53p.; Not available in hard copy due to marginal legibility of original document

EDRS PRICE MF-$0.83 Plus Postage. HC Not Available from EDRS.
DESCRIPTORS *Administrative Personnel; College Faculty; Community Colleges; Contracts; Degrees (Titles); Faculty Organizations; Fringe Benefits; *Junior Colleges; Salaries; Salary Differentials; *State Surveys; Statistical Data; *Teacher Salaries; Teaching Load; Tenure; Trustees
IDENTIFIERS *Illinois

ABSTRACT

This document contains a narrative analysis and 28 tables of salary and related data for the Illinois Community Colleges. The first 16 tables present summary and institutional data on salaries for faculty and administrative personnel for 1976-77, including mean salaries paid to full-time teaching faculty; mean salaries for full-time teaching faculty per yearly course semester hour, weekly class contact hour, and academic month; salaries paid to top administrators during 1976-77; salaries based on salary schedules for full-time teaching faculty with master's degrees and varying levels of experience; salaries based on salary schedules for full-time teaching faculty with doctorate degrees; and percentage increase of faculty salaries for 1975-76 to 1976-77. Four tables present data on numbers of teaching and non-teaching faculty in terms of headcount, full-time/part-time status, and sex. In addition, the document presents data on the following related topics: faculty organization and recognized negotiating bodies, board of trustee representatives in faculty negotiations, sick leave policies, disability coverage and retirement policies, and other matters related to contracts (contract length, professional rank, tenure, average weekly contact hours, average yearly semester hours taught). The instrument used in the statewide faculty/administrative salary survey is appended. (JDS)

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FACULTY AND ADMINISTRATIVE SALARIES IN THE PUBLIC COMMUNITY COLLEGES OF ILLINOIS

1976 -77

BEST COPY AVAILABLE

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Data and Characteristics
Volume V, Number 7
January, 1977
D-350

JC 770 150

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PREFACE

The Faculty and Administrative Salary Survey for 1976-77 was designed to collect the information about faculty and administrative salaries which was deemed essential for colleges in the salary determinations for next year. This survey was limited to only a one page instrument because of a commitment to collect only the most essential amount of data from the community colleges where applicable. Hence, the data in this survey is not as comprehensive as that found in other salary surveys. However, every effort was made to obtain the most essential salary data and to ensure that each college reported reliable data on a comparable basis with all other colleges.

This year an additional item was added to the survey at the request of the Council of Presidents which requested the percentage increase in faculty salaries for schedule adjustments and the percent increase for merit increments. These basic percentages are often used when considering salary increases in many community colleges. In addition, these percentages are often utilized at other institutions of higher education.

The ICCB staff appreciate the cooperation of the personnel in the community colleges in completing the salary survey promptly and accurately. We hope the information in this survey report will serve the needs of each of you.

Ivan J. Lach
Associate Director
Planning and Research

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Executive Director

Illinois Community College Board

HIGHLIGHTS OF THE 1976-77 FACULTY AND ADMINISTRATIVE SALARY SURVEY IN THE PUBLIC COMMUNITY COLLEGES OF ILLINOIS

1. The state average of the mean academic year contractual base salaries actually paid by the community colleges to full-time faculty was $15,897 during 1976-77 an increase of $535 (3.5%) from the previous year.

2. The state averages of the salary schedule salaries paid to full-time teaching faculty in the public community colleges were as follows:

   a. Masters Degree, no additional graduate course work, and no experience $10,613
   b. Masters Degree, maximum additional graduate course work, and 5 years experience $14,938
   c. Masters Degree, maximum additional graduate course work, and maximum experience $20,173

3. An analysis of faculty salaries for three common measures of faculty output in the public community colleges of Illinois revealed the following state average salaries per unit:

   a. Salary cost per annual course credit hour . . . . . $ 513
   b. Salary cost per class contact hour . . . . . $ 417
   c. Salary cost per month $1766

4. The total number of all faculty members employed in the public community colleges of Illinois during the Fall 1976 term was 14,896 which was an increase of 931 (6.7%) from the Fall 1975 term.

5. The number of part-time faculty increased by 721 (8.2%) from a year ago to 9,512 (64% of the total) while the number of full-time faculty decreased by 5 (-.1%) to 5,384 (36% of the total) for the Fall 1976 term.

6. State average salaries paid to administrators in the public community colleges of Illinois in 1976-77 changed from -3.8% to +6.1% from a year earlier among the various administrative positions. The state average salary for each of the following positions are shown below:

   a. Chief executive officer of district $36,521
   b. Chief campus administrator 31,578
   c. Chief academic administrator 28,601
   d. Chief finance administrator 26,413
   e. Chief student services administrator 24,985
   f. Chief community education administrator 23,302

7. A survey of the fringe benefits in the public community colleges of Illinois that relate to the State University Retirement System revealed that the number of sick days allowed to accumulate ranged from 80 to 200 after 10 years of employment, 80 to 300 after 20 years, and 80 to 600 after 40 years. Of the 39 districts, 19 provide disability insurance coverage to their employees while 20 colleges do not. The majority of the college districts (32) do not give any compensation in addition to the normal contract salary.

INTRODUCTION

The Illinois Public Community College Faculty and Administrative Salary Survey for 1976-77 continues in the abbreviated form which has been used since 1973. Only the most needed and the most basic salary information was collected for the survey. This salary information about the faculty and administrators in the public community colleges of Illinois was deemed sufficient to serve the needs of most community colleges in their salary considerations, as well as the needs of the ICCB staff, the IBHE staff, and other state agencies.

Every attempt was made to ensure that the data presented were reported on a comparable basis by each college. However, due to the great diversity among the community colleges in their administrative structures and their salary policies, it is very difficult to make comparisons on the basis of any salary figure by itself. For example, although the academic year base salary would seem to be a very comparable type of figure, the length of an academic year varies among the colleges by as much as a month. Other items which must be taken into account when making comparisons among colleges are the ratio of part-time to full-time faculty, the age and experience of the staff, and fringe benefits.

In this report, we have attempted to explain and analyze the data presented in each table. Additional analysis may be desired on an individual need basis. For example, a community college may want to compare itself with five other community colleges that it considers to be in the same category with itself. This type of comparison is probably the most meaningful for local use; however, it is not feasible at the state level

because there is little agreement on the various categories of colleges to be used and no agreement about which colleges fit into each category.

The 1976-77 Faculty and Administrative Salary Survey included the participation of all thirty-nine public community college districts and all forty-nine colleges in Illinois. Although two additional new colleges are now approved by the ICCB (City Wide Institute in Chicago's district and College of Continuing Education in Illinois Eastern's district), neither college was in operation during the Fall 1976 term. The data includes analyses by college for the actual numbers of faculty employed, the faculty salary data, and the administrative and salary data. Various other analyses regarding institutional policies are done by community college district.

This year's salary survey can be compared with similar ICCB salary surveys conducted and published in prior years for an analysis of salary trends in the Illinois public community colleges. Table 1 on the opposite page shows the mean academic year salaries paid to full-time teaching faculty in Illinois Public Community Colleges for each community college since Fall 1973. The table shows that the mean faculty salaries in the community colleges increased from $13,604 in the Fall of 1973 to $15,897 for the Fall of 1976. The salary increase of 3.5% in 1976 has been the smallest increase during the last three years and was well below the increase in the cost of living index.

The average salaries paid to full-time teaching faculty are affected by several factors other than the salary schedule. For example, the replacement of experienced faculty members with ones who have little experience can reduce the mean salary for a given college although the salary schedule might be increased. The salary survey report shows the salary schedule salaries as well as the actual salaries for each community college for 1976-77.

TABLE 1

MEAN SALARIES PAID TO FULL-TIME TEACHING FACULTY
IN ILLINOIS PUBLIC COMMUNITY COLLEGES FALL 1973 THROUGH FALL 1976

	FALL 1973	FALL 1974	FALL 1975	FALL 1976	DOLLAR CHANGE FROM 1975	PERCENT CHANGE FROM 1975
501 KASKASKIA	$12,965	$14,138	$14,449	$15,199	$ 750	5%
502 DUPAGE	16,919	17,807	19,453	20,482	1,029	5
503 BLACK HAWK	13,852	14,710	16,068	16,562	494	3
504 TRITON	14,250	15,703	17,701	18,781	1,080	6
505 PARKLAND	12,176	13,387	14,573	15,704	1,131	8
506 SAUK VALLEY	12,937	14,002	14,701	14,577	-124	-1
507 DANVILLE	13,680	13,590	15,857	15,795	-62	0
508 CHICAGO	16,764	17,397	17,397	19,748	2,351	14
509 ELGIN	15,115	15,873	16,455	16,781	326	2
510 THORNTON	15,927	16,162	17,776	18,599	823	5
511 ROCK VALLEY	13,695	14,750	15,548	16,570	1,022	7
512 HARPER	15,019	16,411	17,167	18,277	1,110	6
513 ILLINOIS VALLEY	13,973	14,300	16,026	16,896	870	5
514 ILLINOIS CENTRAL	13,300	14,233	15,460	16,434	974	6
515 PRAIRIE STATE	15,195	16,077	17,225	18,318	1,093	6
516 WAUBONSEE	13,858	14,440	16,025	16,918	893	6
517 LAKE LAND	12,728	13,479	14,513	15,173	660	5
518 CARL SANDBURG	11,421	11,677	13,510	14,617	1,107	8
519 HIGHLAND	14,200	15,145	15,556	16,200	644	4
520 KANKAKEE	10,992	10,466	12,520	13,342	822	7
521 REND LAKE	13,984	14,131	13,752	14,000	248	2
522 BELLEVILLE	14,616	16,745	16,715	16,625*	-90	-1*
523 KISHWAUKEE	12,225	12,625	13,411	14,074	663	5
524 MORAINE VALLEY	12,505	14,110	14,183	15,385	1,202	8
525 JOLIET	16,216	17,095	17,299	18,426	1,127	7
526 LINCOLN LAND	15,785	16,379	17,090	17,250	160	1
527 MORTON	15,975	16,861	17,475	17,475*	0	0*
528 MCHENRY	12,600	13,685	14,557	15,014	457	3
529 ILLINOIS EASTERN	11,392	12,146	12,995	13,058	63	0
530 JOHN A. LOGAN	12,153	12,850	14,623	14,623*	0	0*
531 SHAWNEE	12,768	11,006	10,879	13,372	2,493	23
532 LAKE COUNTY	14,206	15,690	16,832	17,374	542	3
533 SOUTHEASTERN	12,745	13,548	14,190	14,879	689	5
534 SPOON RIVER	13,626	14,498	16,270	16,045	-225	-1
535 OAKTON	12,807	13,978	15,296	16,410	1,114	7
536 LEWIS AND CLARK	11,521	12,000	13,834	13,765	-69	-1
537 RICHLAND	11,197	12,300	13,794	14,532	738	5
539 JOHN WOOD	--	--	--	9,845	--	--
601 SCC, E ST LOUIS	11,313	11,701	12,579	12,876	297	2
STATE AVERAGE	$ 10,594	$ 14,354	$ 15,362	$15,897	$ 535	3%
PERCENT INCREASE FROM PREVIOUS YEAR	--	5.6%	7.0%	3.5%		

*These colleges have not yet settled their 1976-77 faculty salary agreements.

SUMMARY OF 1976-77 SALARY DATA

Table 2 on the opposite page shows a summary of selected faculty and administrative salaries in Illinois public community colleges for 1976-77. The range of salaries, the state average salary, and the percent change from 1975-76 are shown in this table. The data for each college are shown later in this report. The faculty salaries shown are all academic year (usually nine months) base salaries which do not include overload pay or other extra compensation for additional services. The actual salaries are ones which the colleges contract with the faculty while the salary schedule salaries are ones which are shown on the colleges salary schedule. The state average actual contractual base salaries increased by 3.5% from a year earlier.

The state average salary schedule salaries increased from 3.7% to 5.2% on the average among the various categories shown.

The administrative salaries shown are for an entire year (twelve months) and represent the average of all the salaries reported by all the public community colleges in Illinois. The annual percent increase in the state average salaries of these positions ranged from -3.8% to 6.1%.

TABLE 2

SUMMARY OF 1976-77 FACULTY AND ADMINISTRATIVE SALARY DATA IN THE PUBLIC COMMUNITY COLLEGES OF ILLINOIS

	RANGE *	STATE AVERAGE	% CHANGE FROM 1975-76
Faculty State Average Salaries**			
State Average of Actual Lowest Contractual Salaries	$5400 to $12,000	$10,246	+3.0%
State Average of Actual Mean Contractual Salaries	$9845 to $20,482	$15,897	+3.5%
State Average of Actual Median Contractual Salaries	$9490 to $21,242	$15,770	+3.8%
State Average of Actual Highest Contractual Salaries	$13,500 to $28,040	$21,557	+3.4%
State Average of Lowest Salary on Salary Schedule for Teacher with Masters Degree	$8938 to $12,436	$10,613	+3.7%
State Average of Salary on Salary Schedule for Teacher with Masters Degree, Maximum Hours, Highest Salary	$13,300 to $28,040	$20,173	--
State Average of Lowest Salary on Salary Schedule for Teacher with Doctorate Degree	$10,000 to $20,761	$14,045	+5.2%
State Average of Highest Salary on Salary Schedule for Teacher With Doctorate Degree	$18,566 to $28,040	$22,141	+4.7%
Administrative State Average Salaries**			
Chief Executive of the District	$28,000 to $55,000	$36,521	+2.1%
Chief Campus Administrator	$23,800 to $42,900	$31,578	+5.3%
Chief Academic Officer	$18,500 to $39,617	$28,601	+5.0%
Chief Finance Officer	$16,550 to $38,555	$26,413	+6.1%
Chief Bacc/Univ. Parallel Officer	$18,200 to $29,703	$25,683	-3.8%
Chief Occ/Career Educ. Officer	$16,000 to $38,100	$25,022	+4.3%
Chief Student Services Officer	$16,080 to $36,936	$24,985	+3.6%
Chief Pub/Comm. Service Officer	$15,810 to $33,356	$23,302	+5.8%

* Range shows the lowest salary and the highest salary reported by any college for given category.

** State average salaries reported are the arithmetic mean of the salaries reported in each category.

ACTUAL 1976-77 ACADEMIC YEAR CONTRACTUAL SALARIES PAID TO FULL-TIME TEACHING FACULTY

Table 4 on the next page shows the lowest, mean, median, and highest academic contractual salaries paid to full-time teaching faculty at each community college in Illinois. Academic year contractual base salaries were utilized in this table to obtain as much comparability as possible among all the colleges.

The lowest salaries represent the lowest base salary actually paid to a full-time teaching faculty at each of the community college districts and are different from salary schedule salaries which are reported in tables 12 and 14 of this report. The low salaries ranged from $5400 to $12,000 at the various colleges.

The high salaries represent the highest salary actually paid to a full-time teaching faculty for an academic year (9 months) at each of the colleges. The mean (average) salaries represent the arithmetic average of all full-time teaching faculty salaries at each college district. The median salary is the one which is in the middle of the range (an equal number of salaries both lower and higher than this salary) at each college. The state average of the mean faculty salaries at the 39 college districts was $15,897, and the median faculty salary for all districts was $15,770. The table below shows a summary of the state averages and ranges by the various categories.

TABLE 3

SUMMARY OF ACTUAL 1976-77 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO FULL-TIME TEACHING FACULTY AT PUBLIC COMMUNITY COLLEGES OF ILLINOIS

	DISTRICT RANGE Low - High	STATE AVERAGE* District	Campus
Lowest Salaries	$5400 to $12,000	$10,246	$10,439
Mean Salaries	$9845 to $20,482	$15,897	$16,224
Median Salaries	$9490 to $21,242	$15,770	$16,195
Highest Salaries	$13,500 to $28,040	$21,557	$21,864

*State averages were calculated by taking the arithmetic average of the data reported using the 39 community college districts.

TABLE 4

SALARIES PAID TO FULL-TIME TEACHING FACULTY IN ILLINOIS PUBLIC COMMUNITY COLLEGES FOR ACADEMIC YEAR

	LOW	MEAN	MEDIAN	HIGH
501 KASKASKIA	$10,120	$15,199	$14,325	$20,380
502 DUPAGE	10,900	20,482	21,242	26,433
503 BLACK HAWK	10,350	16,562	16,295	23,937
50301 BLACK HAWK QC	10,350	16,953	17,152	23,937
50302 BLACK HAWK E.	10,524	14,091	14,011	18,061
504 TRITON	11,564	18,781	18,967	27,839
505 PARKLAND	9,000	15,704	15,450	20,000
506 SAUK VALLEY	10,075	14,577	14,350	20,225
507 DANVILLE	8,500	15,795	16,200	19,600
508 CHICAGO	11,290	19,748	18,790	28,040
50801 KENNEDY-KING	11,640	19,724	20,040	26,540
50802 LOOP	13,040	20,862	21,053	27,999
50803 MALCOLM X	12,340	17,748	17,255	27,540
50804 TRUMAN	12,340	21,171	21,540	27,540
50805 OLIVE-HARVEY	12,340	20,040	19,908	26,040
50806 SOUTHWEST	13,900	20,235	21,042	27,540
50807 WILBUR WRIGHT	11,290	22,205	23,040	28,040
50808 SKILLS CENTER	9,335	12,584	12,431	17,630
509 ELGIN	12,000	16,781	16,992	24,412
510 THORNTON	11,231	18,599	19,035	23,277
511 ROCK VALLEY	10,332	16,570	16,812	22,212
512 HARPER	11,125	18,277	16,758	27,760
513 ILLINOIS VALLEY	11,420	16,896	15,700	19,980
514 ILLINOIS CENTRAL	10,000	16,434	16,375	22,300
515 PRAIRIE STATE	11,375	18,318	18,965	23,375
516 WAUBONSEE	11,230	16,918	16,569	23,330
517 LAKE LAND	10,250	15,173	15,616	19,277
518 CARL SANDBURG	7,800	14,617	14,250	19,211
519 HIGHLAND	10,687	16,200	16,105	20,094
520 KANKAKEE	8,820	13,342	13,080	18,027
521 REND LAKE	9,200	14,000	13,862	20,800
522 BELLEVILLE	11,911*	16,625*	16,384 *	23,102 *
523 KISHWAUKEE	9,050	14,074	14,155	18,815
524 MORAINE VALLEY	10,880	15,385	14,860	21,445
525 JOLIET	11,125	18,426	17,875	23,571
526 LINCOLN LAND	11,100	17,250	17,215	22,565
527 MORTON	10,806*	17,475*	18,796 *	21,964 *
528 MCHENRY	11,040	15,014	14,365	20,940
529 ILLINOIS EASTERN	5,400	13,058	13,195	23,822
52901 LINCOLN TRAIL	8,344	11,630	11,850	14,700
52902 OLNEY CENTRAL	10,000	13,263	13,450	17,025
52903 WABASH VALLEY	5,400	13,851	14,050	23,822
530 JOHN A. LOGAN	10,925*	14,623*	14,396 *	19,078 *
531 SHAWNEE	8,731	13,372	12,499	18,566
532 LAKE COUNTY	11,137	17,374	17,216	22,480
533 SOUTHEASTERN	10,770	14,879	15,000	18,000
534 SPOON RIVER	10,400	16,045	16,921	21,663
535 DANTON	11,360	16,410	16,040	23,440
536 LEWIS AND CLARK	9,350	13,765	14,050	20,600
537 RICHLAND	11,600	14,532	13,865	20,070
539 JOHN WOOD	8,100	9,845	9,490	13,500
601 SCC, E ST LOUIS	8,640	12,876	12,960	16,608
DISTRICT AVERAGE	$10,246	$15,897	$15,770	$21,557
CAMPUS AVERAGE	$10,439	$16,224	$16,195	$21,864

*1976-77 contract not yet finalized; data based on current salaries.

MEAN SALARIES PER AVERAGE YEARLY COURSE SEMESTER HOURS, WEEKLY CLASS CONTACT HOURS, AND ACADEMIC MONTH

Table 6 on the opposite page shows the mean salaries for each community college by yearly course semester hour, weekly class contact hour and academic month. This analysis was obtained by dividing the annual course semester hours, twice the weekly class contact hours, and length of an academic year in months into the mean salary paid to full-time teaching faculty. This analysis shows the mean salaries paid by each of the community colleges for a comparable unit.

The state average mean salary per course semester hour is $513 but this salary ranges from $328 to $823 at the various community colleges. The state average salary per weekly class contact hour is $497 while the state average mean salary for full-time teaching faculty per academic month is $1766.

The table below shows a summary of the analysis of mean salaries per course semester hour, weekly class contact hour, and academic month.

TABLE 5

SUMMARY OF 1976-77 MEAN SALARIES PAID FULL-TIME TEACHING FACULTY PER YEARLY COURSE SEMESTER HOUR, WEEKLY CLASS CONTACT HOUR, AND ACADEMIC MONTH

	RANGE Low - High	STATE AVERAGE *
Mean Salary Per Course Semester Hour	$328 to $823	$513
Mean Salary Per Weekly Class Contact Hour	$328 to $790	$497
Mean Salary Per Academic Month	$1094 to $2276	$1766

*State average was computed by finding the arithmetic average of the data obtained for each college.

TABLE 6

MEAN SALARIES FOR FULL-TIME TEACHING FACULTY PER YEARLY COURSE SEMESTER HOUR, WEEKLY CLASS CONTACT HOUR, AND ACADEMIC MONTH

	MEAN SALARY	AVERAGE YEARLY SEM HOUR	AVERAGE WEEKLY CONT HRS	LENGTH ACADEMIC YEAR
501 KASKASKIA	$15,199	$ 507	$447	$ 1,689
502 DUPAGE	20,482	683	621	2,276
503 BLACK HAWK	16,562	552	460	1,840
504 TRITON	18,781	626	626	2,087
505 PARKLAND	15,704	604	491	1,745
506 SAUK VALLEY	14,577	456	456	1,620
507 DANVILLE	15,795	494	465	1,755
508 CHICAGO	19,748	823	790	2,194
509 ELGIN	16,781	524	466	1,865
510 THORNTON	18,599	620	620	2,067
511 ROCK VALLEY	16,570	552	552	1,841
512 HARPER	18,277	571	590	1,875
513 ILLINOIS VALLEY	16,896	563	563	1,877
514 ILLINOIS CENTRAL	16,434	548	483	1,826
515 PRAIRIE STATE	18,318	611	611	2,035
516 WAUBONSEE	16,918	564	564	1,880
517 LAKE LAND	15,173	474	474	1,686
518 CARL SANDBURG	14,617	457	457	1,624
519 HIGHLAND	16,200	506	476	1,800
520 KANKAKEE	13,342	351	371	1,334
521 REND LAKE	14,000	467	467	1,556
522 BELLEVILLE	16,625 *	554 *	554*	1,663*
523 KISHWAUKEE	14,074	440	391	1,564
524 MORAINE VALLEY	15,385	513	513	1,758
525 JOLIET	18,426	614	461	2,047
526 LINCOLN LAND	17,250	539	539	1,971
527 MORTON	17,475 *	583*	583*	1,942*
528 MCHENRY	15,014	500	500	1,668
529 ILLINOIS EASTERN	13,058	408	408	1,451
530 JOHN A. LOGAN	14,623 *	472*	457*	1,625*
531 SHAWNEE	13,372	418	371	1,408
532 LAKE COUNTY	17,374	560	579	1,930
533 SOUTHEASTERN	14,879	496	496	1,653
534 SPOON RIVER	16,045	518	401	1,783
535 OAKTON	16,410	586	586	1,641
536 LEWIS AND CLARK	13,765	444	393	1,529
537 RICHLAND	14,532	484	454	1,615
539 JOHN WOOD	9,845	328	328	1,094
601 SCC, E ST LOUIS	12,876	429	429	1,431
STATE AVERAGE	$ 15,897	$513	$ 497	$1,766

*1976-77 contract has not been finalized; data based on current salaries.

ACTUAL 1976-77 ACADEMIC YEAR CONTRACTUAL SALARIES PAID TO TOTAL FACULTY

Table 8 shows the lowest, mean, median, and highest academic contractual salaries paid to full-time teaching and non-teaching faculty at each community college in Illinois. The total faculty includes counselors, curriculum specialists, and other professionals (including administrators) employed by the colleges that are classified as faculty in addition to the instructional (teaching) faculty members.

The lowest salaries represent the lowest base salary actually paid to a full-time faculty at each of the community colleges and are different from salary schedule salaries which are reported in tables 12 and 14 of this report. The high salaries represent the highest salary actually paid to a full-time faculty for an academic year (9 months) at each of the colleges. The mean (average) salaries represent the arithmetic average of all full-time faculty salaries at each college district. The median salary is the one which is in the middle of the range (an equal number of salaries both lower and higher than this salary) at each college. The state average of the mean faculty salaries at the 39 college districts was $15,956, while the state average for the 49 college campuses was $16,134. These average salaries paid to total faculty are slightly higher than the average salaries paid to teaching faculty. Actual salaries paid to teaching faculty are shown in table 4 on page 7.

TABLE 7

*SUMMARY OF ACTUAL 1976-77 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO TOTAL FACULTY AT PUBLIC COMMUNITY COLLEGES OF ILLINOIS

	DISTRICT AVERAGE* 39 College Districts	CAMPUS AVERAGE* 49 College Campuses
Lowest Salaries	$10,104	$10,343
Mean Salaries	$15,956	$16,134
Median Salaries	$15,837	$16,099
Highest Salaries	$21,793	$22,093

*State averages were calculated by taking the arithmetic average of the data reported for all of the colleges.

TABLE 8

SALARIES PAID TO FULL-TIME TOTAL FACULTY** IN
ILLINOIS PUBLIC COMMUNITY COLLEGES FOR ACADEMIC YEAR

	LOW	MEAN	MEDIAN	HIGH
501 KASKASKIA	$10,120	$ 15,842	$ 14,350	$ 20,380
502 DUPAGE	10,900	20,563 *	21,242	28,194
503 BLACK HAWK	10,350	16,456	16,021	23,937
50301 BLACK HAWK QC	10,350	16,805	17,152	23,937
50302 BLACK HAWK E.	10,524	14,091	14,011	18,061
504 TRITON	11,564	18,873	18,967	27,839
505 PARKLAND	9,000	15,862	15,721	22,842
506 SAUK VALLEY	10,075	14,396	14,350	20,225
507 DANVILLE	8,500	16,004	16,663	20,367
508 CHICAGO	11,290	19,748	18,790	28,040
50801 KENNEDY-KING	11,640	19,724	20,040	26,540
50802 LOOP	13,040	20,903	21,100	27,999
50803 MALCOLM X	12,340	18,732	17,493	27,540
50804 TRUMAN	12,340	21,171	21,540	27,540
50805 OLIVE-HARVEY	11,290	12,540	12,040	28,040
50806 SOUTHWEST	13,900	20,196	21,030	27,540
50807 WILBUR WRIGHT	11,290	22,038	23,040	28,040
50808 SKILLS CENTER	9,335	12,584	12,431	17,630
509 ELGIN	12,000	16,781	16,992	24,412
510 THORNTON	11,231	18,596	19,361	23,277
511 ROCK VALLEY	10,332	16,586	16,812	22,212
512 HARPER	11,125	18,110	17,866	27,760
513 ILLINOIS VALLEY	11,420	16,896	15,700	19,980
514 ILLINOIS CENTRAL	10,000	16,434	16,375	22,300
515 PRAIRIE STATE	11,375	18,258	18,825	23,375
516 WAUBONSEE	11,230	17,000	16,569	23,330
517 LAKE LAND	10,250	15,208	15,824	19,277
518 CARL SANDBURG	7,800	14,784	14,250	20,179
519 HIGHLAND	10,687	18,189	17,139	20,094
520 KANKAKEE	8,820	13,866	14,000	20,872
521 REND LAKE	9,200	14,000	13,862	20,800
522 BELLEVILLE	11,911*	16,625 *	16,391 *	23,102*
523 KISHWAUKEE	9,050	13,914	13,710	18,815
524 MORAINE VALLEY	10,880	15,277	14,821	21,445
525 JOLIET	11,125	18,438	17,322	23,571
526 LINCOLN LAND	11,100	17,335	17,215	22,565
527 MORTON	10,806*	17,443 *	18,522 *	21,964*
528 MCHENRY	8,900	14,674	14,128	20,940
529 ILLINOIS EASTERN	5,400	13,058	13,195	23,822
52901 LINCOLN TRAIL	8,344	11,630	11,850	14,700
52902 OLNEY CENTRAL	10,000	13,263	13,450	17,025
52903 WABASH VALLEY	5,400	13,851	14,050	23,822
530 JOHN A. LOGAN	9,552*	14,294 *	13,856 *	19,078*
531 SHAWNEE	8,731	13,605	13,681	18,566
532 LAKE COUNTY	11,137	17,365	17,354	22,480
533 SOUTHEASTERN	10,770	14,732	14,840	18,000
534 SPOON RIVER	10,400	16,195	16,921	21,663
535 OAKTON	11,360	16,460	16,040	23,440
536 LEWIS AND CLARK	9,350	13,895	14,050	20,600
537 RICHLAND	11,375	14,525	13,940	20,070
539 JOHN WOOD	6,300	9,110	9,000	13,500
601 SCC, E ST LOUIS	8,640	12,876	12,960	16,608
DISTRICT AVERAGE	$10,104	$ 15,956	$ 15,837	$ 21,793
CAMPUS AVERAGE	$10,343	$ 16,134	$ 16,099	$ 22,093

*1976-77 contract not yet finalized; data based on current salaries.

**Total Faculty includes counselors, curriculum specialists, and other professionals (including administrators) employed by the colleges that are classified as faculty in addition to the instructional teaching faculty members.

SALARIES PAID TO TOP ADMINISTRATORS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1976-77

Table 10 shows the salaries paid to the top administrators in each of the public community colleges in Illinois during 1976-77. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the college district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college campus. Examples of chief campus administrators are the presidents at multi-campus institutions or executive vice-president for internal affairs at single campus colleges. Due to the various administrative organizations which exist at the colleges, often a particular position does not exist. Care must be taken to analyze the entire administrative structure before making comparisons between similar positions at two different colleges. In addition to the title and salary, the administrative level of each position was obtained which helps provide additional data about the position.

A summary of the salaries paid to top administrators in Illinois public community colleges during 1976-77 appears below in Table 9.

TABLE 9

SUMMARY OF SALARIES PAID TO TOP ADMINISTRATORS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1976-77

ADMINISTRATIVE POSITION	RANGE	STATE AVERAGE
Chief Executive of the District	$28,000 to $55,000	$36,521
Chief Campus Administrator	$23,800 to $42,900	$31,578
Chief Academic Officer	$18,500 to $39,617	$28,601
Chief Finance Officer	$16,550 to $38,555	$26,413
Chief Bacc/Univ. Parallel Officer	$13,200 to $29,703	$25,683
Chief Occ/Career Educ. Officer	$16,000 to $38,100	$25,022
Chief Student Services Officer	$16,080 to $36,936	$24,985
Chief Pub/Comm. Service Officer	$15,810 to $33,356	$23,302

TABLE 10

SALARIES PAID TO TOP ADMINISTRATORS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1976-77

	EXECUTIVE OFFICER	LEVEL	CAMPUS ADMINISTRATOR	LEVEL	FINANCE OFFICER	LEVEL	ACADEMIC OFFICER	LEVEL	BACCALAUREATE OFFICER	LEVEL	CAREER OFFICER	LEVEL	STUDENT OFFICER	LEVEL	PUBLIC SERVICE OFFICER	LEVEL
501 KASKASKIA	$ 35,000	1	$ 0	0	$23,544	2	$ 25,704	2	$ 0	0	$ 0	0	$ 20,736	2	$ 19,764	3
502 DUPAGE	41,250	1	0	0	29,094	2	35,480	2	0	0	30,432	3	30,432	3	29,094	2
503 BLACK HAWK	42,000	1	0	0	32,850	2	0	0	0	0	0	0	0	0	0	0
50301 BLACK HAWK QC	0	0	35,550	2	0	0	0	0	27,350	3	25,000	3	30,200	3	27,950	3
50302 BLACK HAWK E.	0	0	25,200	2	0	0	21,800	3	0	0	0	0	18,950	3	0	0
504 TRITON	35,000	1	0	0	38,000	2	39,617	2	34,906	3	34,906	3	36,936	3	29,530	2
505 PARKLAND	39,500	1	0	0	28,930	2	33,442	2	0	0	26,700	2	28,930	2	0	0
506 SAUK VALLEY	35,000	1	0	0	31,200	2	0	0	26,000	3	25,500	2	24,800	2	20,340	3
507 DANVILLE	31,500	1	0	0	20,000	2	25,000	2	0	0	0	0	26,500	2	0	0
508 CHICAGO	55,000	1	42,900	2	24,780	4	38,550	3	0	0	38,100	3	28,410	4	28,441	4
50801 KENNEDY-KING	0	0	35,325	2	24,970	3	27,550	3	0	0	20,470	3	24,000	3	23,460	3
50802 LOOP	0	0	34,950	2	20,700	4	25,730	3	0	0	24,000	4	25,440	3	0	0
50803 MALCOLM X	0	0	33,123	2	25,160	3	27,265	3	0	0	20,000	3	18,625	3	0	0
50804 TRUMAN	0	0	35,350	2	25,105	2	31,930	2	0	0	28,240	2	25,375	2	0	0
50805 OLIVE-HARVEY	0	0	34,850	2	21,050	3	26,130	3	0	0	23,990	3	22,000	3	21,850	3
50806 SOUTHWEST	0	0	36,700	2	20,050	3	28,175	3	0	0	25,040	3	23,665	3	22,640	3
50807 WILBUR WRIGHT	0	0	36,700	2	20,540	3	34,950	3	24,340	3	24,640	3	16,080	3	15,810	3
50808 SKILLS CENTER	0	0	32,650	0	20,400	0	20,750	0	0	0	20,030	0	17,500	0	0	0
509 ELGIN	35,000	1	0	0	29,200	2	32,500	2	28,408	3	26,950	3	30,000	2	20,385	3
510 THORNTON	37,200	1	0	0	30,577	2	32,077	2	0	0	25,354	3	29,477	2	26,154	3
511 ROCK VALLEY	38,500	1	27,500	2	25,830	3	0	0	28,400	3	25,729	3	0	0	28,875	3
512 HARPER	45,708	1	0	0	38,555	2	35,310	2	0	0	31,355	3	34,956	2	0	0
513 ILLINOIS VALLEY	38,000	1	0	0	29,750	2	29,100	2	0	0	23,900	3	24,600	2	23,100	3
514 ILLINOIS CENTRAL	37,750	1	0	0	26,300	2	34,150	2	28,650	3	0	0	26,725	3	25,350	3
515 PRAIRIE STATE	38,000	1	0	0	31,200	2	35,500	2	21,000	3	27,000	3	28,000	2	25,000	3
516 WAUBONSEE	38,800	1	0	0	31,600	2	33,350	2	29,700	3	29,700	3	31,600	2	31,600	2
517 LAKE LAND	34,900	1	23,800	2	26,950	2	23,000	2	24,800	2	24,600	2	24,000	2	23,200	2
518 CARL SANDBURG	35,640	1	0	0	25,075	0	29,277	0	0	0	27,819	0	20,410	0	20,623	0
519 HIGHLAND	28,000	1	0	0	21,700	2	24,000	2	0	0	0	0	23,840	2	23,240	2
520 KANKAKEE	36,000	1	0	0	25,000	2	24,920	2	0	0	0	0	16,800	2	22,279	3
521 REND LAKE	33,500	1	0	0	23,000	2	24,000	2	0	0	20,500	3	21,500	3	19,600	3
522 BELLEVILLE	36,500*	1	0	0	31,000*	2	29,800*	2	29,703*	3	29,703*	3	29,353*	2	27,029*	3
523 KISHWAUKEE	33,000	1	0	0	20,500	2	27,300	2	23,000	3	23,000	3	20,000	3	23,000	3
524 MORAINE VALLEY	36,500	1	31,765	2	24,625	2	29,400	3	0	0	22,050	4	26,229	3	25,055	3
525 JOLIET	37,800	1	0	0	28,500	2	31,763	2	27,156	3	29,456	3	31,220	2	22,032	3
526 LINCOLN LAND	38,500	1	0	0	29,500	2	29,500	2	23,500	3	26,000	3	24,500	2	22,500	3
527 MORTON	36,646*	1	0	0	28,500*	2	28,400*	2	18,200*	3	16,000*	3	25,500*	2	21,000*	3
528 MCHENRY	35,000	1	0	0	29,300	2	27,750	2	0	0	0	0	21,100	3	22,750	3
529 ILLINOIS EASTERN	37,200	1	24,000	2	16,550	2	19,500	3	0	0	0	0	0	0	0	0
52901 LINCOLN TRAIL	0	0	28,000	2	0	0	21,050	3	0	0	0	0	20,800	3	16,500	3
52902 OLNEY CENTRAL	0	0	24,000	2	0	0	18,500	3	0	0	0	0	19,500	3	0	0
52903 WABASH VALLEY	0	0	0	0	0	0	0	0	0	0	0	0	20,350	3	0	0
530 JOHN A. LOGAN	29,000*	1	0	0	24,098*	2	24,308*	2	19,840*	3	21,979*	3	25,906*	2	19,840*	3
531 SHAWNEE	32,457	1	0	0	23,240	2	0	0	23,838	2	23,240	2	23,240	2	0	0
532 LAKE COUNTY	46,500	1	28,620	2	32,964	2	0	0	0	0	25,000	3	28,896	2	0	0
533 SOUTHEASTERN	33,500	1	0	0	23,500	2	0	0	23,500	2	23,500	2	23,500	2	16,000	3
534 SPOON RIVER	34,500	1	0	0	30,740	2	30,740	2	0	0	24,910	3	24,910	2	22,790	3
535 OAKTON	38,500	1	0	0	29,440	2	32,700	2	0	0	23,900	3	30,210	2	33,356	2
536 LEWIS AND CLARK	35,000	1	29,008	2	27,234	2	27,234	3	0	0	22,176	3	20,844	3	19,392	3
537 RICHLAND	33,305	1	0	0	25,920	2	27,135	2	0	0	21,680	3	27,255	2	24,020	2
539 JOHN WOOD	30,000	1	0	0	17,200	2	25,500	2	0	0	16,350	2	22,950	2	0	0
401 SCC, E ST LOUIS	31,500	1	0	0	27,500	2	0	0	0	0	22,854	3	27,500	2	18,642	3
STATE AVERAGE	$36,521		$31,578		$ 26,413		$28,601		$25,683		$ 25,022		$ 24,985		$ 23,302	

*1976-77 contract not yet finalized; data based on current salaries.

SALARIES BASED ON SALARY SCHEDULE FOR FULL-TIME TEACHING FACULTY WITH MASTERS DEGREE

Table 12 shows the 1976-77 salaries of the full-time teaching faculty with a Masters Degree at each community college in Illinois. The number of steps required on the schedule to achieve this salary is also shown. Since several colleges do not use the masters degree as a basis for determining position on a salary schedule, alternative but comparable ranges from their salary schedules based on faculty rank (beginning instructors column) were utilized. These salaries are based on the salary schedules at the colleges and not on the actual salaries paid. For salary data on actual salaries paid by the colleges refer to Table 4 on page 7 of this report.

The range of salaries for each category at the thirty-nine community college districts as well as the mean salary for each category are shown in Table 11 below:

TABLE 11

SUMMARY OF SALARY SCHEDULE SALARIES FOR FULL-TIME FACULTY MEMBERS WITH MASTERS DEGREE IN PUBLIC COMMUNITY COLLEGES OF ILLINOIS FOR 1976-77 ACADEMIC YEAR

	RANGE	STATE AVERAGE*
Masters Degree Plus Zero Hours (No Experience)	$8938 to $12,436	$10,613
Masters Degree Plus Zero Hours (5 Years Experience)	$11,500 to $15,260	$12,996
Masters Degree Maximum Hours (5 Years Experience)	$10,100 to $18,007	$14,938
Masters Degree Maximum Hours (Highest Salary)	$13,300 to $28,040	$20,173

*State average salary is the arithmetic mean of the salaries reported by the 39 college districts in each category.

TABLE 12

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY WITH MASTERS DEGREE IN ILLINOIS PUBLIC COMMUNITY COLLEGES FOR 1976-77

	MASTERS DEGREE + ZERO HR NO EXPER	MASTERS DEGREE + ZERO HR 5 YR EXP	MASTERS DEGREE MAX HOURS 5 YR EXP	MASTERS DEGREE MAX HOURS HIGH SAL	MASTERS DEGREE MAX HOURS # OF STEP
501 KASKASKIA	$10,750	$12,525	$12,525	$14,725	11
502 DUPAGE	10,900	15,260	18,007	23,409	14
503 BLACK HAWK	10,350	12,905	16,021	16,021	11
504 TRITON	12,237	14,684	17,620	24,963	15
505 PARKLAND	9,000	N/A	11,000	20,000	N/A
506 SAUK VALLEY	10,750	12,525	12,525	14,725	11
507 DANVILLE	10,000	14,000	15,500	20,367	8
508 CHICAGO	11,290	13,040	13,040	28,040	20
509 ELGIN	N/A	N/A	N/A	N/A	N/A
510 THORNTON	11,231	14,401	16,937	22,643	15
511 ROCK VALLEY	10,332	12,492	14,652	21,132	17
512 HARPER	11,200	N/A	N/A	N/A	N/A
513 ILLINOIS VALLEY	11,520	12,720	15,580	19,980	15
514 ILLINOIS CENTRAL	10,100	N/A	10,100	15,950	N/A
515 PRAIRIE STATE	11,315	13,415	16,165	22,485	17
516 WAUBONSEE	11,230	13,755	16,642	22,752	16
517 LAKE LAND	10,520	12,270	12,670	19,300	N/A
518 CARL SANDBURG	10,380	12,480	14,000	18,800	17
519 HIGHLAND	9,850	12,116	15,071	20,094	6
520 KANKAKEE	9,000	N/A	N/A	N/A	N/A
521 REND LAKE	10,000	12,000	14,800	19,600	17
522 BELLEVILLE	11,911*	13,540*	15,008 *	19,345 *	15*
523 KISHWAUKEE	10,150	12,375	14,375	19,325	16
524 MORAINE VALLEY	10,880	13,428	N/A	N/A	N/A
525 JOLIET	12,436	15,122	17,416	22,284	18
526 LINCOLN LAND	11,100	13,550	15,755	20,960	15
527 MORTON	10,691*	13,034*	14,606 *	20,454 *	16*
528 MCHENRY	9,615	11,515	15,315	20,940	N/A
529 ILLINOIS EASTERN	N/A	N/A	N/A	N/A	N/A
530 JOHN A. LOGAN	10,815*	12,465*	15,408 *	N/A *	14*
531 SHAWNEE	8,938	N/A	N/A	N/A	N/A
532 LAKE COUNTY	11,137	13,617	16,722	22,366	14
533 SOUTHEASTERN	10,500	12,210	14,310	18,300	16
534 SPOON RIVER	10,400	12,771	15,142	21,070	15
535 OAKTON	10,975	N/A	N/A	17,475	N/A
536 LEWIS AND CLARK	10,800	12,300	N/A	N/A	N/A
537 RICHLAND	10,430	11,500	12,500	13,300	N/A
539 JOHN WOOD	N/A	N/A	N/A	N/A	N/A
601 SCC, E ST LOUIS	9,600	12,000	13,920	18,720	15
STATE AVERAGE	$10,613	$ 12,996	$ 14,938	$20,173	15

N/A = Not Applicable
*1976-77 contract not yet finalized; data based on 1975-76 faculty contract.

SALARIES BASED ON SALARY SCHEDULE FOR FULL-TIME TEACHING FACULTY WITH DOCTORATE DEGREE

Table 14 attempts to show the lowest salary, highest salary, and number of steps in the doctorate degree column of the 1976-77 salary schedule at each public community college in Illinois. For colleges that use rank as the basis for their salary schedule, the professor column was utilized. A few colleges do not require the doctorate degree for faculty to attain the highest salary while others do not have a column which is equivalent to the doctorate level.

A summary of the range of salaries and state average salaries for full-time faculty with doctorate degrees in the community colleges of Illinois are shown in the table below.

TABLE 13

SUMMARY OF SALARIES BASED ON SALARY SCHEDULE FOR FULL-TIME TEACHING FACULTY WITH DOCTORATE DEGREE

	RANGE	STATE AVERAGE*
Doctorate Degree Lowest Salary	$10,000 to $20,761	$14,045
Doctorate Degree Highest Salary	$18,566 to $28,040	$22,141
Doctorate Degree Number of Steps	8 to 26	16

*State average was computed by finding the arithmetic average of the data obtained for each college.

TABLE 14

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY WITH DOCTORATE DEGREE IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1976-77

	DOC-DEG LOWEST SALARY	DOC-DEG HIGHEST SALARY	DOC-DEG # STEPS SAL SCHED
501 KASKASKIA	$13,540	$21,140	21
502 DUPAGE	13,625	26,433	17
503 BLACK HAWK	16,861	24,370	10
504 TRITON	15,908	27,889	16
505 PARKLAND	10,000	22,000	N/A
506 SAUK VALLEY	16,275	23,650	12
507 DANVILLE	13,500	20,367	8
508 CHICAGO	16,150	28,040	22
509 ELGIN	N/A	N/A	N/A
510 THORNTON	14,401	23,277	15
511 ROCK VALLEY	13,032	22,212	18
512 HARPER	20,761	27,760	N/A
513 ILLINOIS VALLEY	13,820	19,980	15
514 ILLINOIS CENTRAL	14,200	22,650	N/A
515 PRAIRIE STATE	13,815	23,375	17
516 WAUBONSEE	13,925	23,330	16
517 LAKE LAND	N/A	N/A	N/A
518 CARL SANDBURG	12,100	19,100	17
519 HIGHLAND	13,396	20,689	17
520 KANKAKEE	N/A	N/A	N/A
521 REND LAKE	13,600	20,800	19
522 BELLEVILLE	13,746*	21,302 *	15 *
523 KISHWAUKEE	12,250	19,825	16
524 MORAINE VALLEY	N/A	N/A	N/A
525 JOLIET	15,513	23,571	18
526 LINCOLN LAND	13,452	22,565	16
527 MORTON	12,014*	21,364 *	16 *
528 MCHENRY	11,515	20,940	N/A
529 ILLINOIS EASTERN	N/A	N/A	N/A
530 JOHN A. LOGAN	14,178*	18,798 *	14 *
531 SHAWNEE	16,721	18,566	N/A
532 LAKE COUNTY	14,131	22,480	N/A
533 SOUTHEASTERN	12,900	18,600	16
534 SPOON RIVER	13,364	21,663	15
535 OAKTON	16,175	23,175	N/A
536 LEWIS AND CLARK	14,100	20,600	26
537 RICHLAND	12,530	20,930	N/A
539 JOHN WOOD	N/A	N/A	N/A
601 SCC. E ST LOUIS	12,000	19,200	15
STATE AVERAGE	$ 14,045	$ 22,141	16

N/A = Not Applicable
* 1976-77 contract not yet finalized; data based on 1975-76 faculty contract.

PERCENTAGE INCREASE OF FACULTY SALARIES FROM 1975-76 TO 1976-77 AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 16 on the opposite page reflects the percentage increase of faculty salaries from 1975-76 to 1976-77 for each of the public community colleges in Illinois. The total percentage increase includes base increases, schedule adjustments, etc. as well as merit increases. For example if a college increased the salary costs of their faculty from $200,000 last year to $212,000 this year, the $12,000 (6%) would be reported as total salary increase for both merit and schedule adjustment. If $4000 of the $12,000 was used for merit increases, then the 2% would be reported as a merit increase for faculty members. In this case, the college would show a 6% total increase in salary with 2% of that going for merit increases. In analyzing the results, it seems that all colleges were not consistent in how they interpreted cost of living or across the board increases and step increases on the salary schedule. It seems that some colleges considered these to be merit increases while others did not. The salary survey was not specific enough in defining these categories of increases; and hence, the data shown in Table 16 is limited. The salary survey will need to be improved in this area to avoid this difficulty.

Table 15 below shows a summary of the ranges for total percentage increases and merit increase for faculty members as well as the state average for both.

TABLE 15

SUMMARY OF PERCENTAGE INCREASE OF FACULTY SALARIES IN ILLINOIS PUBLIC COMMUNITY COLLEGES

PERCENTAGE INCREASE	RANGE	STATE AVERAGE
Total	0.0% to 10.0%	5.78%
Merit Only	0.0% to 8.7%	1.22%

TABLE 16

PERCENTAGE INCREASE OF FACULTY SALARIES FROM 1975-76 TO 1976-77 IN THE PUBLIC COMMUNITY COLLEGES IN ILLINOIS

Dist. No.	Community College	TOTAL PERCENTAGE INCREASE	MERIT INCREASES FOR FACULTY MEMBERS
501	Kaskaskia	6.16%	0.00%
502	DuPage	6.00	1.60
503	Black Hawk	3.81	.26
504	Triton	8.60	0.00
505	Parkland	9.50	0.00
506	Sauk Valley	6.00	0.00
507	Danville	0.00	0.00
508	Chicago City	6.60	0.00
509	Elgin	6.00	0.00
510	Thornton	6.70	0.00
511	Rock Valley	6.40	2.30
512	Wm. Rainey Harper	8.70	0.00
513	Illinois Valley	5.40	1.70
514	Illinois Central	7.94	0.00
515	Prairie State	6.70	1.50
516	Waubonsee	6.00	2.50
517	Lake Land	5.00	0.00
518	Carl Sandburg	10.00	0.00
519	Highland	3.40	0.00
520	Kankakee	8.70	8.70
521	Rend Lake	3.50	0.00
522	Belleville	N/A	N/A
523	Kishwaukee	5.00	3.50
524	Moraine Valley	5.00	0.00
525	Joliet	6.00	1.90
526	Lincoln Land	0.00	0.00
527	Morton	N/A	N/A
528	McHenry	8.60	5.20
529	IL Eastern	2.00	2.00
530	John A. Logan	N/A	N/A
531	Shawnee	9.40	0.00
532	Lake County	7.10	0.00
533	Southeastern	5.90	1.40
534	Spoon River	5.60	0.00
535	Oakton	7.00	7.00
536	Lewis & Clark	2.00	0.00
537	Richland	4.00	3.00
539	John A. Wood *	--	--
601	SCC, E. St. Louis	3.70	0.00
	STATE AVERAGE	5.78%	1.22%

N/A = Not Applicable because the 1976-77 faculty contracts have not been finalized.
*John Wood did not employ any full-time faculty during FY76; hence, this would not apply.

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND FACULTY CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 18 shows the institutional policies at each public community college in Illinois which are related to faculty salaries and faculty contracts. These policies often have a considerable impact on the salaries presented elsewhere in this report. For example, the average weekly class contact hours per full-time instructional faculty has a bearing on the number of faculty that an institution must have to meet its needs. The length of a full-time academic year contract also has a bearing on academic year salary for full-time faculty.

Of the thirty-nine community colleges in Illinois, ten have professional rank, although not all of these use rank as a criteria for salary determinations. Thirty of the thirty-nine districts have faculty tenure, while nine community colleges do not have faculty tenure. Twenty public community college districts in Illinois have master contracts with the faculty in 1976-77 compared to eighteen in 1975-76.

TABLE 17

SUMMARY OF INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS IN ILLINOIS PUBLIC COMMUNITY COLLEGES

	RANGE	MEAN
Average Yearly Credit Hours Required for Full-Time Teaching Faculty (Sem. Hrs.)	24 to 38	31
Average Weekly Class Contact Hours Required for Full-Time Teaching Faculty	12.5 to 20	16
Length of a Full-Time Academic Year Faculty Contract in Months	8.75 mo. to 10 mo.	9 mo.

TABLE 18

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACT
AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FALL 1976

Dist. No.	Community College	FULL - TIME FACULTY: Average Yearly Sem. Credit Hrs. Taught	FULL - TIME FACULTY: Average Weekly Contact Hours Teaching	FULL - TIME FACULTY: Length of Academic Year Contract	DOES COLLEGE HAVE: Professional Rank	DOES COLLEGE HAVE: Tenure	DOES COLLEGE HAVE: Master Contract With All Faculty	DOES COLLEGE HAVE: Multiple Year Master Contract With Faculty
501	Kaskaskia	30	17	9 mo.	No	Yes	No	No
502	DuPage	30	16.5	9 mo.	No	Yes	No	No
503	Black Hawk	30*	18*	9 mo.	Yes	Yes	No	No
504	Triton	30	15	9 mo.	No	Yes	Yes	Yes
505	Parkland	26	16	9 mo.	No	Yes	Yes	Yes
506	Sauk Valley	32	16	9 mo.	Yes	Yes	Yes	No
507	Danville	32	17	9 mo.	No	Yes	No	No
508	Chicago City	24	12.5	9 mo.	Yes	Yes	Yes	Yes
509	Elgin	32	18	9 mo.	No	Yes	No	No
510	Thornton	30	15	9 mo.	No	Yes	Yes	Yes
511	Rock Valley	30	15	9 mo.	Yes	Yes	No	No
512	William R. Harper	32	15.5	9.75 mo.	Yes	Yes	No	No
513	Illinois Valley	30	15	9 mo.	No	Yes	Yes	Yes
514	Illinois Central	30	17	9 mo.	Yes	Yes	No	No
515	Prairie State	30	15	9 mo.	No	Yes	Yes	Yes
516	Waubonsee	30	15	9 mo.	No	Yes	Yes	No
517	Lake Land	32	16	9 mo.	No	Yes	Yes	Yes
518	Carl Sandburg	32	16	9 mo.	No	Yes	Yes	No
519	Highland	32	17	9 mo.	No	No	Yes	No
520	Kankakee	38	18	10 mo.	No	No	No	No
521	Rend Lake	20	15	9 mo.	No	Yes	Yes	No
522	Belleville	30	15	10 mo.	No	Yes	Yes	No
523	Kishwaukee	32	18	9 mo.	No	No	Yes	No
524	Moraine Valley	30	15	8.75 mo.	Yes	Yes	Yes	Yes
525	Joliet	30	20	9 mo.	No	Yes	Yes	Yes
526	Lincoln Land	32	16	8.75 mo.	No	Yes	No	No
527	Morton	30	15	9 mo.	No	Yes	Yes	No
528	McHenry	30	15	9 mo.	No	No	Yes	No
529	Illinois Eastern	32	16	9 mo.	No	Yes	No	No
530	John A. Logan	31	16	9 mo.	No	Yes	Yes	Yes
531	Shawnee	32	18	9 mo.	No	No	No	No
532	Lake County	31	15	9 mo.	No	Yes	Yes	No
533	Southeastern	30	15	9 mo.	No	Yes	No	No
534	Spoon River	31	20	9 mo.	No	Yes	No	No
535	Oakton	28	14	10 mo.	Yes	No	No	No
536	Lewis and Clark	31	17.5	9 mo.	Yes	Yes	No	No
537	Richland	30	16	9 mo.	Yes	No	No	No
539	John Wood	30	15	9 mo.	No	No	No	No
601	SCC, E. St. Louis	30	15	9 mo.	No	No	No	No
	STATE AVERAGE	31	16	9 mo.	29 No 10 Yes	9 No 30 Yes	19 No 20 Yes	29 No 10 Yes

*This is only an estimate. The district uses instructional objectives to determine faculty load.

Page 21

NUMBER OF INSTRUCTIONAL (TEACHING) FACULTY

Table 20 on the opposite page shows the number of teaching faculty members in each of the public community colleges of Illinois distributed by full-time and part-time and by sex. The total number of teaching faculty in the state is 14,308 which compares to the total of 14,901 teaching and non-teaching faculty. Hence, the community colleges of Illinois employ 593 (4.0% of the total) non-teaching faculty members while 96.0% of the totals (14,308) are teaching faculty.

A full-time equivalent (FTE) faculty is locally defined by each college but in each case represents an expected full-time teaching load at that institution. Usually, the definition is based on a combination of course credit hours taught and classroom contact hours. The institutional definitions are shown in Table 18 on page 21.

The table below shows a summary of the Fall 1976 instructional (teaching) faculty.

TABLE 19

SUMMARY OF FALL 1976 INSTRUCTIONAL FACULTY
IN ILLINOIS PUBLIC COMMUNITY COLLEGES

	FULL-TIME		PART-TIME		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
Male	3198	65.1%	5736	63.7%	8934	64.2%
Female	1712	34.9%	3267	36.3%	4979	35.8%
Male and Female	4910	100.0%	9398*	100.0%	14,308*	100.0%
Percent of Total	34.0%		64.0%		100.0%	

*Total does not equal sum of male and female because one school did not distribute their part-time faculty.

TABLE 20

NUMBER OF INSTRUCTIONAL (TEACHING) FACULTY MEMBERS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL TERM 1976

	FULL-TIME MALE	FULL-TIME FEMALE	FULL-TIME TOTAL	PART-TIME MALE	PART-TIME FEMALE	PART-TIME TOTAL	GRAND TOTAL	FTE FACULTY
501 KASKASKIA	36	14	50	15	14	29	79	64
502 DUPAGE	152	49	201	396	316	712	913	442
503 BLACK HAWK	103	51	154	97	50	147	301	203
50301 BLACK HAWK QC	86	45	131	82	47	129	260	173
50302 BLACK HAWK E.	17	6	23	15	3	18	41	30
504 TRITON	144	66	210	591	374	965	1,175	403
505 PARKLAND	89	65	154	111	74	185	339	211
506 SAUK VALLEY	42	19	61	49	24	73	134	79
507 DANVILLE	50	26	76	51	26	77	153	102
508 CHICAGO	839	499	1,338	1,293	813	2,106	3,444	1,917
50801 KENNEDY-KING	161	113	274	2	0	2	276	274
50802 LOOP	122	65	187	N/A	N/A	N/A	187	187
50803 MALCOLM X	80	54	134	10	4	14	158	148
50804 TRUMAN	84	46	130	12	0	12	142	143
50805 OLIVE-HARVEY	108	56	164	8	1	9	173	181
50806 SOUTHWEST	70	40	130	0	0	0	130	123
50807 WILBUR WRIGHT	159	45	204	10	2	12	216	208
50808 SKILLS CENTER	35	70	105	1,251	806	2,087	2,162	653
509 ELGIN	52	42	94	189	58	247	341	121
510 THORNTON	73	46	119	109	37	146	265	149
511 ROCK VALLEY	90	28	118	88	12	100	218	161
512 HARPER	115	68	183	*	*	395	578	312
513 ILLINOIS VALLEY	64	19	83	41	19	60	143	94
514 ILLINOIS CENTRAL	129	65	194	227	126	353	547	272
515 PRAIRIE STATE	53	38	91	153	44	197	288	184
516 WAUBONSEE	49	29	78	115	52	167	245	107
517 LAKE LAND	61	29	90	121	57	178	268	119
518 CARL SANDBURG	22	21	43	40	29	69	112	43
519 HIGHLAND	38	6	44	33	15	48	92	11
520 KANKAKEE	33	18	51	35	12	47	98	87
521 REND LAKE	36	16	52	50	48	98	150	113
522 BELLEVILLE	93	38	131	362	171	533	664	263
523 KISHWAUKEE	35	17	52	89	66	155	207	87
524 MORAINE VALLEY	83	64	147	167	94	261	408	232
525 JOLIET	112	29	141	189	71	260	401	190
526 LINCOLN LAND	77	35	112	112	37	149	261	153
527 MORTON	43	27	70	42	15	57	127	9
528 MCHENRY	34	11	45	83	50	133	178	70
529 ILLINOIS EASTERN	87	31	118	179**	124 **	303 **	421**	171**
52901 LINCOLN TRAIL	20	11	31	36	30	66	97	42
52902 OLNEY CENTRAL	34	8	42	31	19	50	92	53
52903 WABASH VALLEY	33	12	45	17	13	30	75	50
530 JOHN A. LOGAN	30	17	47	41	14	55	102	60
531 SHAWNEE	15	12	27	83	58	141	168	68
532 LAKE COUNTY	94	58	152	172	103	275	427	216
533 SOUTHEASTERN	22	11	33	26	17	43	76	41
534 SPOON RIVER	26	14	40	29	23	52	92	55
535 OAKTON	59	45	104	102	58	160	264	178
536 LEWIS AND CLARK	52	38	90	155	117	272	362	186
537 RICHLAND	27	10	37	54	35	89	126	61
539 JOHN WOOD	0	6	6	26	10	36	42	14
SUBTOTAL	3,159	1,677	4,836	5,715	3,263	9,373	14,209	7,248
601 SCC, E ST LOUIS	39	35	74	21	4	25	99	85
TOTAL	3,198	1,712	4,910	5,736	3,267	9,398	14,308	7,333

* Distribution for part-time faculty was not reported.
**Campus figures do not equal district total due to the fact that the district employs part-time faculty.
N/A = Not Applicable

NUMBER OF TOTAL (TEACHING AND NON-TEACHING) FACULTY MEMBERS IN ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 22 shows the number of teaching and non-teaching faculty members in each of the public community colleges of Illinois distributed by full-time and part-time employment and by sex. Non-teaching faculty includes counselors, curriculum coordinators, learning resource specialists and other professionals who are classified by the college as faculty (not as administrators) but who do not teach in the classroom. Full-time faculty are the ones that have a regular full-time contract. The total number of full-time and part-time faculty ranges from 48 at John Wood to 3,550 at the Chicago City Colleges. This great range represents the large diversity among the community colleges of Illinois. The total number of full-time and part-time faculty in all the public community colleges of Illinois for the Fall term 1976 was 14,901. This compares to 14,180 reported for Fall term 1975 and represents an increase of 721 (5.1%) faculty members from last year.

A summary of the distribution of the Fall 1976 faculty headcount in Illinois public community colleges is shown in the table below.

TABLE 21

SUMMARY OF FALL 1976 FACULTY HEADCOUNT IN ILLINOIS PUBLIC COMMUNITY COLLEGES

	FULL-TIME		PART-TIME		TOTAL	
	No.	%	No.	%	No.	%
Male	3487	65.0%	5769	63.2%	9256	63.8%
Female	1897	35.0%	3353	36.8%	5250	36.2%
Male & Female	5384	100.0%	9517*	100.0%	14,901*	100.0%
Percent of Total	36.0%		64.0%		100.0%	

*Total does not equal sum of male and female because one school did not distribute their part-time faculty.

TABLE 22

NUMBER OF TOTAL (TEACHING AND NON-TEACHING) FACULTY MEMBERS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL TERM 1976

	FULL-TIME MALE	FULL-TIME FEMALE	FULL-TIME TOTAL	PART-TIME MALE	PART-TIME FEMALE	PART-TIME TOTAL	GRAND TOTAL
501 KASKASKIA	37	16	53	15	14	29	82
502 DUPAGE	208	65	273	433	324	757	1,030
503 BLACK HAWK	107	56	163	97	50	147	310
50301 BLACK HAWK QC	90	50	140	82	47	129	269
50302 BLACK HAWK E.	17	6	23	15	3	18	41
504 TRITON	153	75	228	591	374	965	1,193
505 PARKLAND	99	68	167	114	78	192	359
506 SAUK VALLEY	46	22	68	49	24	73	141
507 DANVILLE	55	31	86	51	26	77	163
508 CHICAGO	898	537	1,435	1,295	820	2,115	3,550
50801 KENNEDY-KING	166	122	288	2	0	2	290
50802 LOOP	132	70	202	N/A	N/A	N/A	202
50803 MALCOLM X	84	65	149	10	4	14	163
50804 TRUMAN	90	50	140	12	2	14	154
50805 OLIVE-HARVEY	118	61	179	10	6	16	195
50806 SOUTHWEST	98	42	140	0	0	0	140
50807 WILBUR WRIGHT	172	49	221	10	2	12	233
50808 SKILLS CENTER	38	78	116	1,251	806	2,057	2,173
509 ELGIN	52	42	94	189	58	247	341
510 THORNTON	78	52	130	109	37	146	276
511 ROCK VALLEY	95	34	129	77	12	89	218
512 HARPER	135	78	213	*	*	395	608
513 ILLINOIS VALLEY	67	21	88	41	19	60	148
514 ILLINOIS CENTRAL	129	65	194	227	126	353	547
515 PRAIRIE STATE	55	43	98	153	44	197	295
516 WAUBONSEE	49	31	80	115	55	170	250
517 LAKE LAND	70	31	101	121	57	178	279
518 CARL SANDBURG	25	22	47	40	29	69	116
519 HIGHLAND	40	7	47	33	15	48	95
520 KANKAKEE	42	19	61	35	12	47	108
521 REND LAKE	36	16	52	50	48	98	150
522 BELLEVILLE	97	41	138	362	171	533	671
523 KISHWAUKEE	39	20	59	89	66	155	214
524 MORAINE VALLEY	92	72	164	167	94	261	425
525 JOLIET	115	33	148	189	71	260	408
526 LINCOLN LAND	85	42	127	112	37	149	276
527 MORTON	45	30	75	42	15	57	132
528 MCHENRY	38	16	54	83	51	134	188
529 ILLINOIS EASTERN	87	31	118	179**	124**	303 **	421**
52901 LINCOLN TRAIL	20	11	31	36	30	66	97
52902 OLNEY CENTRAL	34	8	42	31	19	50	92
52903 WABASH VALLEY	33	12	45	17	13	30	75
530 JOHN A. LOGAN	35	19	54	41	15	56	110
531 SHAWNEE	20	14	34	83	58	141	175
532 LAKE COUNTY	102	64	166	173	105	278	444
533 SOUTHEASTERN	24	13	37	26	17	43	80
534 SPOON RIVER	29	15	44	30	23	53	97
535 OAKTON	67	53	120	102	58	160	280
536 LEWIS AND CLARK	60	40	100	155	177	332	432
537 RICHLAND	32	13	45	54	35	89	134
539 JOHN WOOD	3	9	12	26	10	36	48
SUBTOTAL	3,446	1,856	5,302	5,748	3,349	9,492	14,794
601 SCC, E ST LOUIS	41	41	82	21	4	25	107
TOTAL	3,487	1,897	5,384	5,769	3,353	9,517	14,901

*Distribution for part-time faculty was not reported. N/A = Not Applicable

**Campus figures do not equal district total due to the fact that the district employs part-time faculty.

FACULTY ORGANIZATIONS IN ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 24 on the next page shows the faculty organizations or faculty committees that exist at each of the public community colleges of Illinois and the faculty organization or committee that is the recognized negotiating body for the faculty by the local board of trustees. The predominate faculty organization recognized as the negotiating body for the faculty is the American Federation of Teachers (AFT). The board of trustees of eleven community colleges do not recognize any faculty organization or committee as the official negotiating body for the faculty.

A summary of the involvement of each organization in the community colleges of Illinois is shown in the table below.

TABLE 23

SUMMARY OF INVOLVEMENT OF FACULTY ORGANIZATIONS
IN THE COMMUNITY COLLEGES OF ILLINOIS

	Number of Community College Districts in Which Each Faculty Organization	
Organization	Exists at the College	Is Recognized Negotiating Body
American Association of University Professors (AAUP)	6	1
Illinois Education Association (IEA)	13	4
American Federation of Teachers (AFT)	14	10
Local Faculty Association	4	2
Faculty Senate	15	5
Special Faculty Committee	7	4
College Council	10	1
None	-	9
N/A	2	2

TABLE 24

FACULTY ORGANIZATIONS IN ILLINOIS
PUBLIC COMMUNITY COLLEGES DURING 1976-77

Dist. No.	Community College	Exists at College	Recognized Negotiating Body
501	Kaskaskia	2	2
502	DuPage	1, 2, 3, 4, 5, 6	6
503	Black Hawk	3, 5, 7	7
504	Triton	3, 4, 7	4
505	Parkland	4, 5, 6, 7	4
506	Sauk Valley	2	6
507	Danville	2, 5, 6, 7	8
508	Chicago City	3	3
509	Elgin	2, 5, 7	8
510	Thornton	2, 3	3
511	Rock Valley	5	8
512	Wm. Rainey Harper	3, 5	5
513	Illinois Valley	3	3
514	Illinois Central	5	5
515	Prairie State	5	3
516	Waubonsee	3	3
517	Lake Land	2	9
518	Carl Sandburg	2	2
519	Highland	3	3
520	Kankakee	6	8
521	Rend Lake	5	8
522	Belleville	1, 5, 6	1
523	Kishwaukee	5	5
524	Moraine Valley	3	3
525	Joliet	3	3
526	Lincoln Land	1, 2, 3	5
527	Morton	3	3
528	McHenry	2	2
529	IL Eastern	8	9
530	John A. Logan	2, 7	2
531	Shawnee	N/A	N/A
532	Lake County	1, 3, 7	3
533	Southeastern	1, 2, 4	8
534	Spoon River	2, 5, 6	6
535	Oakton	5, 6, 7	5, 6
536	Lewis & Clark	8	8
537	Richland	7	8
539	John A. Wood	N/A	N/A
601	SCC, East St. Louis	1, 5, 7	8

1 = Local AAUP Affiliated Faculty Association
2 = Local IEA Affiliated Faculty Association
3 = Local AFT Affiliated Faculty Association
4 = Local "Non-Affiliated" Faculty Association
5 = Faculty Senate
6 = Special Faculty Committee
7 = College Council which includes administrators and faculty
8 = None
9 = Other
N/A = Not Applicable

BOARD OF TRUSTEES REPRESENTATION IN FACULTY SALARY DETERMINATION

Table 26 shows who represents the Board of Trustees in faculty salary determinations at each of the public community colleges of Illinois. In fourteen of the thirty-nine community college districts the trustees represent themselves either as a group or by some of the trustees serving on a special committee. The president or chancellor has the responsibility of representing the board of trustees at eleven of the thirty-nine community college districts in Illinois. The remaining community colleges utilize a variety of other personnel to represent the trustees in faculty negotiations with other top administrators being the most commonly used representatives. Nine of the community colleges hire professional negotiators to represent the trustees at faculty negotiations.

TABLE 25

SUMMARY OF BOARD REPRESENTATION IN FACULTY SALARY DETERMINATIONS

BOARD REPRESENTATION	NUMBER OF COMMUNITY COLLEGES*
Board Members as part of Committee	14
President or Chancellor	11
Business Manager	6
Committee of Administrators	13
Board Attorney	0
Professional Negotiator	9
N/A	1

*Totals may exceed 39 because some districts use a combination of board representatives.

TABLE 26

BOARD OF TRUSTEES REPRESENTATIVES IN
FACULTY NEGOTIATIONS

Dist. No.	Community College	Who Represents the Board in Faculty Negotiations
501	Kaskaskia	Finance Officer & Academic Officer
502	DuPage	Subcommittee of the Board
503	Black Hawk	President & 3 Vice-Presidents
504	Triton	2 Board Members & 3 Administrators
505	Parkland	President
506	Sauk Valley	2 Trustees & 1 Administrator
507	Danville	President
508	Chicago City	Board Negotiating Team
509	Elgin	Board Members or Administrators
510	Thornton	Professional Negotiator
511	Rock Valley	2 Board Members & Vice-President
512	Wm. Rainey Harper	Negotiator
513	Illinois Valley	Dean of Business Services & Professional Negotiator
514	Illinois Central	President, V-Pres. for Business Services & V-Pres. for Academic Affairs
515	Prairie State	Professional Negotiator & Team of Second Level Administrators
516	Waubonsee	President & 2 Board Members
517	Lake Land	Vice-President & 3 Board Members
518	Carl Sandburg	Director of Business Services
519	Highland	Team of Administrators
520	Kankakee	President
521	Rend Lake	Administration
522	Belleville	Professional Negotiators
523	Kishwaukee	A Team of 3 Administrators
524	Moraine Valley	Professional Negotiator & Administrative Team
525	Joliet	Dean of Personnel
526	Lincoln Land	Appointed Trustees
527	Morton	President
528	McHenry	Board Committee
529	IL Eastern	Chancellor
530	John A. Logan	Dean of Bus. Services, Dean of Instruct.Services & Dean of Student Services
531	Shawnee	N/A
532	Lake County	Professional Negotiator
533	Southeastern	2 Board Members, President & Dean of Business Affairs
534	Spoon River	Committee Appointed by Board
535	Oakton	3 Vice-Presidents
536	Lewis & Clark	President
537	Richland	Committee of Board Members
539	John A. Wood	All Board Members
601	SCC, E. St. Louis	Executive Director of ICCB

SICK LEAVE POLICIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 27 on the following page presents the policies dealing with sick leave at all the public community colleges in Illinois that is of concern to the State Universities Retirement System. It shows the number of sick days which would be accumulated after ten, twenty, and forty years of employment at each community college. The number of sick days range from a low of 80 to a high of 200 after ten years, from 80 to 300 after twenty years, and from 80 to 600 after forty years of employment. Sick leave is either measured in calendar or work days. Only two of the colleges measure sick leave by calendar days and six of the college districts pay for a portion of unused sick leave. The percent of unused sick leave which is subject to cash reimbursement at retirement at the four community college districts that paid for unused sick leave and reported the percentage for which they paid ranges from a low of 12% to a high of 40%. The payment for unused sick leave is made either in a lump sum at retirement or spread over a period of several months.

TABLE 27

SICK LEAVE POLICIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES - 1976-77

Dist. No.	Community College	# of Sick Days After 10 Years	# of Sick Days After 20 Years	# of Sick Days After 40 Years	How is Sick Leave Measured (Calendar or Work Days)	Does Faculty Member Receive Pay For Unusued Portion of Sick Leave	If Yes, Indicate % Unused Sick Leave After 10 Years	If Yes, Indicate % Unused Sick Leave After 20 Years	If Yes, Indicate % Unused Sick Leave After 40 Years
501	Kaskaskia	90	150	150	Work Days	Yes*			
502	DuPage	200	240	240	Work Days	No			
503	Black Hawk	(120)	(240)	(480)	(Work Days)	(No)			
	Black Hawk Q.C.	120	240	480	Work Days	No			
	Black Hawk East	120	240	480	Work Days	No			
504	Triton	160	170	170	Work Days	Yes	12%	12%	12%
505	Parkland	100	200	400	Work Days	No			
506	Sauk Valley	100	200	400	Work Days	No			
507	Danville	100	120	120	Work Days	No			
508	Chicago City	(100)	(200)	(400)	(Work Days)	(Yes)	**	**	**
	Kennedy-King	100	200	400	Work Days	Yes	40%	40%	40%
	Loop	100	200	400	Work Days	Yes	40%	40%	40%
	Malcolm X	100	200	400	Work Days	Yes	40%	40%	40%
	Truman	100	200	400	Work Days	Yes	40%	40%	40%
	Olive-Harvey	100	200	400	Work Days	Yes	40%	40%	40%
	Southwest	100	200	400	Work Days	Yes	40%	40%	40%
	Wilbur Wright	100	200	400	Work Days	Yes	40%	40%	40%
	Skills Center	100	200	400	Work Days	Yes	40%	40%	40%
	City Wide Coll.	--	--	--	--	--	--	--	--
509	Elgin	100	200	400	Calendar Days	No			
510	Thornton	124	180	180	Work Days	No			
511	Rock Valley	150	300	600	Work Days	No			
512	William R. Harper	110	130	180	Work Days	No			
513	Illinois Valley	105	205	405	Work Days	No			
514	Illinois Central	150	150	150	Work Days	No			
515	Prairie State	124	180	180	Work Days	Yes	25%	25%	25%
516	Waubonsee	125	125	125	Work Days	No			
517	Lake Land	120	130	130	Work Days	No			
518	Carl Sandburg	120	120	120	Work Days	No			
519	Highland	100	200	400	Work Days	No			
520	Kankakee	116	120	120	Calendar Days	No	**	**	**
521	Rend Lake	120	150	150	Work Days	Yes			
522	Belleville	130	260	520	Work Days	No			
523	Kishwaukee	150	180	180	Work Days	No			
524	Moraine Valley	110	180	180	Work Days	No			
525	Joliet	130	195	195	Work Days	No			
526	Lincoln Land	105	105	105	Work Days	No			
527	Morton	150	300	600	Work Days	No			
528	McHenry	80	80	80	Work Days	No			
529	Illinois Eastern	(125)	(180)	(180)	(Work Days)	(No)			
	Lincoln Trail	125	180	180	Work Days	No			
	Olney Central	125	180	180	Work Days	No			
	Wabash Valley	125	180	180	Work Days	No	--	--	--
	Coll. w/out Walls	--	--	--	--	--			
530	John A. Logan	90	90	90	Work Days	No			
531	Shawnee	120	360	480	Work Days	No			
532	Lake County	135	135	135	Work Days	Yes	33 1/3%	33 1/3%	33 1/3%
533	Southeastern	150	300	600	Work Days	No			
534	Spoon River	135	135	135	Work Days	No			
535	Oakton	150	210	210	Work Days	No			
536	Lewis and Clark	100	100	100	Work Days	No			
537	Richland	100	200	300	Work Days	No			
539	John Wood	130	250	490	Work Days	No			
601	SCC, East St. Louis	100	200	400	Work Days	No			

*Payment is made for sick days over 150.

**Not Reported.

DISABILITY COVERAGE AND RETIREMENT POLICIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 28 on the opposite page shows the disability coverage and retirement policies at each of the public community colleges in Illinois which are in addition to the disability coverage provided by the State Universities Retirement System. Of the thirty-nine community college districts, nineteen provide disability insurance coverage to their employees while twenty colleges do not. Seven college districts give separation pay, retirement pay, vacation pay or other compensation in addition to the normal contract salary when a faculty member retires from the college. The majority of the college districts (32) do not give any compensation in addition to the normal contract salary. For those districts that give compensation, most pay it in a lump sum at retirement. In only one district was the amount paid over a period of time. One college paid in either a lump sum or spread over a period of time as per the request of the faculty members.

TABLE 28

DISABILITY COVERAGE AND RETIREMENT POLICIES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES - 1976-77

Dist. No.	Community College	Does College Provide Disability Insurance Coverage	Does Faculty Member Receive Separation, Retirement, Vacation Pay, or Any Compensation Other Than Salary	If Yes, How is Payment Made?
501	Kaskaskia	No	No	
502	DuPage	Yes	No	
503	Black Hawk	(Yes)	(Yes)	(Lump Sum)
	Black Hawk O.C.	Yes	Yes	Lump Sum
	Black Hawk East	Yes	Yes	Lump Sum
504	Triton	Yes	No	
505	Parkland	Yes	No	
506	Sauk Valley	No	No	
507	Danville	Yes	Yes	Lump Sum
508	Chicago City	(No)	(Yes)	(Lump Sum)
	Kennedy-King	No	Yes	Lump Sum
	Loop	No	Yes	Lump Sum
	Malcolm X	No	Yes	Lump Sum
	Harry S. Truman	No	Yes	Lump Sum
	Olive Harvey	No	Yes	Lump Sum
	Southwest	No	Yes	Lump Sum
	Wilbur Wright	No	Yes	Lump Sum
	Skills Center	No	Yes	Lump Sum
	City-Wide Inst.	--	--	--
509	Elgin	Yes	No	
510	Thornton	No	No	
511	Rock Valley	No	No	
512	Wm. Rainey Harper	Yes	No	
513	Illinois Valley	No	No	
514	Illinois Central	Yes	No	
515	Prairie State	Yes	No	
516	Waubonsee	Yes	No	
517	Lake Land	Yes	No	
518	Carl Sandburg	No	No	
519	Highland	No	No	
520	Kankakee	Yes	No	
521	Rend Lake	No	Yes	Lump Sum
522	Belleville	Yes	No	
523	Kishwaukee	No	No	
524	Moraine Valley	Yes	No	
525	Joliet	No	Yes	Spread over a period of time
526	Lincoln Land	No	No	
527	Morton	No	Yes	Lump sum/spread over period of time
528	McHenry	No	No	
529	IL. Eastern	(No)	(No)	
	Lincoln Trail	No	No	
	Olney Central	No.	No	
	Wabash Valley	No	No	
	Coll. w/o Walls	--	--	--
530	John A. Logan	No	No	
531	Shawnee	Yes	No	
532	Lake County	No	No	
533	Southeastern	No	No	
534	Spoon River	No	No	
535	Oakton	Yes	No	
536	Lewis & Clark	Yes	No	
537	Richland	Yes	No	
539	John Wood	Yes	No	
601	SCC, E. St. Louis	No	Yes	Lump sum or annuity

APPENDIX A

SURVEY INSTRUMENTS USED IN 1976-77 FACULTY
AND ADMINISTRATIVE SALARY SURVEY AND
FRINGE BENEFIT SURVEY

College Name _____

INSTRUCTIONS AND DEFINITIONS FOR COMPLETING
THE 1976-77 FACULTY AND ADMINISTRATIVE SALARY SURVEY

Explanations

Item A -- Indicate the number of full-time and part-time faculty employed by your college as of October 1, 1976.

1. Full-Time Teaching Faculty includes:
   a. Full-time teaching on a regular full-time contract;
   b. Part-time teaching on a released time basis but on a regular full-time contract.
2. Part-Time Teaching Faculty includes part-time staff members teaching only.
3. Other Faculty includes professional staff members such as counselors, librarians, and other staff members classified as faculty who do not teach.

Item B -- The normal yearly instructional course credit hours to be considered a full-time teaching faculty for an academic year (usually 9 months) is as follows:

1. If a teacher is expected to teach 15 course semester hours to be full-time, then the normal yearly instructional hours is 30 course semester hours. (Although the actual number may vary, report the amount normally expected.)
2. If your college has a combination of credit hours and contact hours to determine full-time equivalency, report the normal credit hours involved. The normal weekly class contact hours is the number of hours that the faculty member is expected to spend in the classroom during the week. (Although the number of class contact hours may vary, report the amount normally expected.)

Item C -- Use your institutional FTE (full-time-equivalent) definition applied to the members of the teaching faculty that you reported in Item A.

Item D -- Question 3 refers to the length of the academic year for the faculty and includes days of orientation or workshops prior to the first day of classes, as well as workshops or workdays after the last day of exams in the spring term.

Item E -- Salaries here should be based on actual contracted salaries for the academic year (9 months) for full-time teaching faculty. The median salary is the middle salary (an equal number of salaries would be both lower and higher than this salary.) The mean salary is the arithmetical average of all the salaries.

Item F -- The intent of Item F is to obtain the lowest salary on the salary schedule for a faculty member with a masters degree, as well as the highest salary for a faculty member with a masters degree plus maximum additional hours. Use your salary schedule or comparable document to answer these items for the academic year (usually 9 months). If there are no steps, please indicate N/A.

Item G -- The administrative salary data is based on a full yearly contract. Contractual salaries are to be reported without fringe benefits. For multi-campus institutions, Item G should be completed for each campus, as well as for the district central office. In addition to indicating the salary of each chief officer, indicate the administrative level by circling the appropriate code number. The campus administrator (Item G-2) refers to the chief campus administrative officer for a campus in a multi-campus district. Administrative level codes are shown below:

1. Chief executive of the district (Chancellor or President) reports directly to the Board of Trustees;
2. Second line administrator reports directly to chief executive of the district;
3. Third line administrator reports to the second line administrator.

Item H -- This should be an average for all faculty salaries. For example, if faculty salaries increase from $100,000 to $106,000, the average percent increase would be 6%. This same procedure should be used separating the merit increase from the schedule adjustments.

Item I -- These items refer to faculty organization on your campus. Please check the number of the appropriate organizations for each item. Check as many organizations as appropriate in each case. Note: If there are any unique features of your faculty contract, faculty salaries, administrative salaries, or other work conditions, please furnish an explanation along with this form. Also, if you have a 1976-77 salary schedule, please include a copy along with this form.

Illinois Community College Board

FACULTY AND ADMINISTRATIVE SALARY SURVEY OF ILLINOIS COMMUNITY COLLEGES FOR 1976-77

DISTRICT #____ RESPONDENT _____ COLLEGE NAME _____

A. Please indicate the number of faculty employed for the Fall, 1976 term. (Use counts based on faculty employed as of October 1, 1976.)

Teaching Faculty { Full-Time { Male _____ / Female _____ ; Part-Time { Male _____ / Female _____ }

Total Faculty { Full-Time { Male _____ / Female _____ ; Part-Time { Male _____ / Female _____ }

B. What is considered full-time instructional (teaching) faculty load for an academic year?
1. Average yearly instructional course credit hours _____ (quarter or semester) _____
2. Average weekly class contact hours _____

C. What is the total number of FTE instructional teaching faculty for Fall, 1976? _____

D. Please answer the following items about the present policies and practices of your college
1. Does your college have professional rank? Yes _____ No _____
2. If "yes," is rank used as a basis for your salary schedule? Yes _____ No _____
3. What is the length of your academic year? _____ Months, _____ Weeks
4. Does your college have faculty tenure? Yes ____ No ____ Length of Probation _____ Yrs.
5. Does your college have a master contract with the faculty? Yes ____ No ____
6. If "yes," is it a multiple-year contract? Yes ____ No ____

E. Based on 1976-77 academic year (9 months) ACTUAL CONTRACTED BASE salaries for full-time faculty, please indicate the following.

	Lowest Salary	Median Salary	Mean Salary	Highest Salary
Teaching Faculty	1.$_____	2.$_____	3.$_____	4.$_____
Total Faculty	5.$_____	6.$_____	7.$_____	8.$_____

F. Indicate data for present academic year salary schedule for full-time faculty:
1. Master's Degree plus zero hours (Instructor) lowest salary with no experience $_____ With 5 years experience $_____
2. Master's Degree plus maximum hours (Instructor) 5 years experience $_____ Highest Salary $_____
3. Number of steps in the Master's Degree (plus maximum hours) (Instructor) column _____
4. Doctorate Degree (Professor) lowest salary $_____
5. Doctorate Degree (Professor) highest salary $ _____
6. Number of steps, if applicable, in Doctorate (Professor) column _____

G. Please indicate the ACTUAL salary and circle the administrative level of the following chief administrators.

	SALARY	LEVEL		SALARY	LEVEL
1. Executive Officer	$_____	1 2 3	5. Bac/Univ Parallel Officer	$_____	1 2 3
2. Campus Administrator	$_____	1 2 3	6. Occu/Career educ. Officer	$_____	1 2 3
3. Finance Officer	$_____	1 2 3	7. Student Services Officer	$_____	1 2 3
4. Adademic Officer	$_____	1 2 3	8. Pub.Comm. Service Officer	$_____	1 2 3

H. What was the percentage increase of faculty salaries from 1975-76 to 1976-77 for:
1. Merit increases (increments) and schedule adjustments _____ %
2. Granting merit increases (increments) for faculty members _____ %

I. Please indicate which of the faculty organization(s) exist on campus and is/are the recognized negotiating body for the faculty. (Check as many as apply.)

	Exist at College	Recog. Negotiating Body
1. Local AAUP affiliated faculty association	_____	_____
2. Local IEA affiliated faculty association	_____	_____
3. Local AFT affiliated faculty association	_____	_____
4. Local "NON-AFFILIATED" faculty association	_____	_____
5. Faculty Senate	_____	_____
6. Special Faculty Committee	_____	_____
7. College council which includes administrators and faculty	_____	_____
8. None	_____	_____
9. Other: Please Specify _____		

J. Who represents the Board of Trustees in Faculty Salary Determinations? _____

Illinois Community College Board

FACULTY AND ADMINISTRATIVE SALARY SURVEY OF ILLINOIS COMMUNITY COLLEGES FOR 1976-77

(FRINGE BENEFIT SURVEY)

This fringe benefit survey deals with benefits which are of concern to the State Universities Retirement System and is not intended to be a survey which deals with all fringe benefits in use by the colleges.

1. How many days of sick leave, if any, would be accumulated (assuming none had been used) after the following years of employment?

   10 years _____ days; 20 years _____ days; 40 years _____ days

2. Is the sick leave in item #1 measured in calendar days or work days?

   Calendar days _____ Work days _____

3. Does a faculty member receive pay for any portion of his unused sick leave?

   Yes _____ No _____

   If your answer is yes, indicate the percent of the unused sick leave indicated in item #1 which would be subject to cash reimbursement at retirement and whether the payment is made in a lump sum at retirement or spread over a period of several months.

   10 years _____%; 20 years _____%; 40 years _____%

   Paid in a lump sum _____ Spread over _____ months

4. Does the college provide disability insurance coverage for its employees?

   Yes _____ No _____

   If yes, explain how this coverage fits with the State Universities Retirement System _____

   _____

5. When a faculty member retires, does he receive any separation pay, retirement pay, vacation pay or any compensation from the college in addition to his normal contract salary?

   Yes _____ No _____

   If your answer is yes, explain below the formula for calculating the payment and indicate whether the payment is made in a lump sum or spread over several months prior to retirement.

   Formula _____

   _____

   _____

   Paid in a lump sum _____ Spread over _____ months

College Name _____ Due November 15, 1976

ILLINOIS PUBLIC COMMUNITY COLLEGES

BELLEVILLE AREA COLLEGE, 522
2500 Carlyle Road
Belleville, Illinois 62221
Phone: 618-235-2700

BLACK HAWK COLLEGE, 503
6600 - 34th Avenue
Moline, Illinois 61265
Phone: 309-796-1311

BLACK HAWK COLLEGE EAST
P. O. Box 400
Kewanee, Illinois 61443
Phone: 309-853-3321

CARL SANDBURG COLLEGE, 518
P. O. Box 1407
Galesburg, Illinois 61401
Phone: 309-344-2518

CITY COLLEGES OF CHICAGO, 508
226 North Michigan Avenue
Chicago, Illinois 60601
Phone: 312-558-1700

CITY-WIDE COLLEGE
185 North Wabash Avenue
Chicago, Illinois 60601
Phone: 312-263-8200

KENNEDY-KING COLLEGE
6800 South Wentworth
Chicago, Illinois 60621
Phone: 312-962-3200

LOOP COLLEGE
64 East Lake Street
Chicago, Illinois 60601
Phone: 312-553-6000

MALCOLM X COLLEGE
1900 West Van Buren Street
Chicago, Illinois 60612
Phone: 312-942-3000

OLIVE-HARVEY COLLEGE
10001 South Woodlawn Avenue
Chicago, Illinois 60628
Phone: 312-568-3700

RICHARD J. DALEY COLLEGE
7500 South Pulaski Road
Chicago, Illinois 60652
Phone: 312-735-3000

HARRY S. TRUMAN COLLEGE
1145 West Wilson Avenue
Chicago, Illinois 60640
Phone: 312-878-1700

URBAN SKILLS INSTITUTE
190 South State Street
Chicago, Illinois 60603
Phone: 312-641-7800

WRIGHT COLLEGE
3400 North Austin Avenue
Chicago, Illinois 60634
Phone: 312-777-7900

COLLEGE OF DUPAGE, 502
Lambert Road & 22nd Street
Glen Ellyn, Illinois 60137
Phone: 312-858-2800

COLLEGE OF LAKE COUNTY, 532
19351 West Washington Street
Grayslake, Illinois 60030
Phone: 312-223-6601

DANVILLE JUNIOR COLLEGE, 507
2000 East Main Street
Danville, Illinois 61832
Phone: 217-443-3411

ELGIN COMMUNITY COLLEGE, 509
1700 Spartan Drive
Elgin, Illinois 60120
Phone: 312-697-1000

HIGHLAND COMMUNITY COLLEGE, 519
Pearl City Road
Freeport, Illinois 61032
Phone: 815-235-6121

ILLINOIS CENTRAL COLLEGE, 514
P. O. Box 2400
East Peoria, Illinois 61611
Phone: 309-694-5011

ILLINOIS EASTERN COMMUNITY COLLEGES, 529
233 East Chestnut Street
Olney, Illinois 62450
Phone: 618-393-2982

ILLINOIS EASTERN COLLEGE OF
CONTINUING EDUCATION
P. O. 1
Fairfield, Illinois 62837
Phone: 618-842-3711

LINCOLN TRAIL COLLEGE
R. R. 3
Robinson, Illinois 62454
Phone: 618-544-8657

OLNEY CENTRAL COLLEGE
325 North West Street
Olney, Illinois 62450
Phone: 618-395-4751

WABASH VALLEY COLLEGE
2200 College Drive
Mt. Carmel, Illinois 62863
Phone: 618-262-8641

ILLINOIS VALLEY COMMUNITY COLLEGE, 513
R. R. 1
Oglesby, Illinois 61348
Phone: 815-223-6011

JOHN A. LOGAN COLLEGE, 530
Route 2
Carterville, Illinois 62918
Phone: 618-985-3741

JOHN WOOD COMMUNITY COLLEGE
1310 North 12th
Quincy, Illinois 62301
Phone: 217-224-6500

JOLIET JUNIOR COLLEGE, 525
1216 Houbolt Avenue
Joliet, Illinois 60436
Phone: 815-729-9020

KANKAKEE COMMUNITY COLLEGE, 520
Box 888
Kankakee, Illinois 60901
Phone: 815-933-0345

KASKASKIA COLLEGE, 501
Shattuc Road
Centralia, Illinois 62801
Phone: 618-532-1981

KISHWAUKEE COLLEGE, 523
21st and Malta Road
Malta, Illinois 60150
Phone: 815-825-2086

LAKE LAND COLLEGE, 517
R. Route 45
Mattoon, Illinois 61938
Phone: 217-235-3131

LEWIS & CLARK COMMUNITY COLLEGE, 536
5800 Godfrey Road
Godfrey, Illinois 62035
Phone: 618-466-3411

LINCOLN LAND COMMUNITY COLLEGE, 526
Shepherd Road
Springfield, Illinois 62708
Phone: 217-786-2211

MCHENRY COUNTY COLLEGE, 528
8900 Northwest Highway, Box 431
Crystal Lake, Illinois 60014
Phone: 815-455-3700

MORAINE VALLEY COMMUNITY COLLEGE, 524
10900 South 88th Avenue
Palos Hills, Illinois 60465
Phone: 312-974-4300

MORTON COLLEGE, 527
3801 South Central Avenue
Cicero, Illinois 60650
Phone: 312-656-8000

OAKTON COMMUNITY COLLEGE, 535
7900 North Nagle Avenue
Morton Grove, Illinois 60053
Phone: 312-967-5120

PARKLAND COLLEGE, 505
2400 West Bradley Street
Champaign, Illinois 61820
Phone: 217-351-2200

PRAIRIE STATE COLLEGE, 515
197th & Halsted Streets
Chicago Heights, Illinois 60411
Phone: 312-756-3110

REND LAKE COLLEGE, 521
R. F. D. #1
Ina, Illinois 62846
Phone: 618-437-5321

RICHLAND COMMUNITY COLLEGE, 537
100 North Water Street
Decatur, Illinois 62523
Phone: 217-422-8387

ROCK VALLEY COLLEGE, 511
330 North Mulford Road
Rockford, Illinois 61101
Phone: 815-226-2600

SAUK VALLEY COLLEGE, 506
Route 1
Dixon, Illinois 61021
Phone: 815-288-5511

SHAWNEE COLLEGE, 531
Shawnee College Road
Ullin, Illinois 62992
Phone: 618-634-2242

SOUTHEASTERN ILLINOIS COLLEGE, 533
R. R. 4
Harrisburg, Illinois 62946
Phone: 618-252-4411

SPOON RIVER COLLEGE, 534
R. R. 1
Canton, Illinois 61520
Phone: 309-647-4645

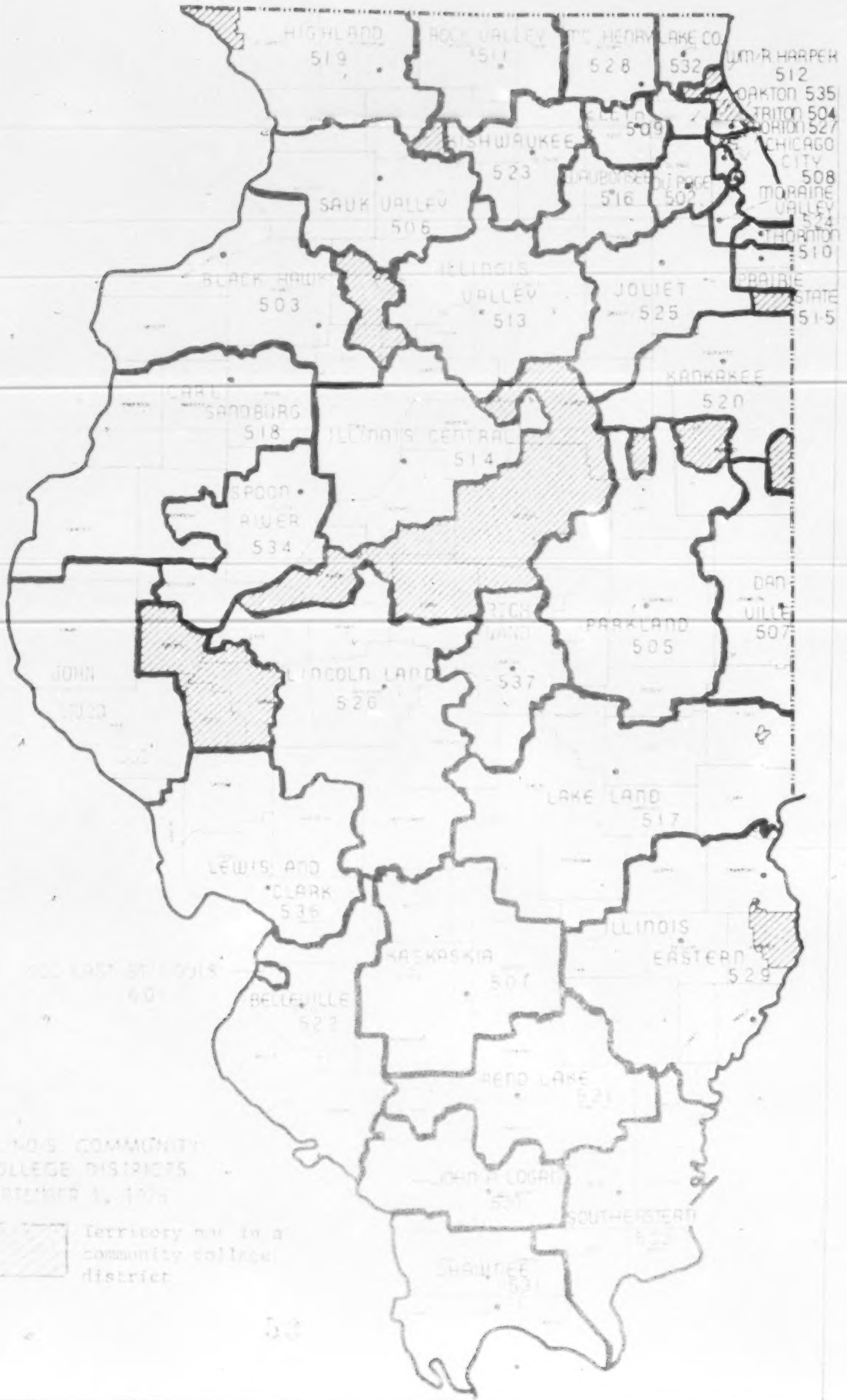
STATE COMMUNITY COLLEGE OF
EAST ST. LOUIS, 601
417 Missouri Avenue
East St. Louis, Illinois 62201
Phone: 618-875-9100

THORNTON COMMUNITY COLLEGE, 510
50 West 160nd Street
South Holland, Illinois 60473
Phone: 312-596-2000

TRITON COLLEGE, 504
2000 5th Avenue
River Grove, Illinois 60171
Phone: 312-456-0300

WAUBONSEE COMMUNITY COLLEGE, 516
Route 47 at Harter Road
Sugar Grove, Illinois 60554
Phone: 312-466-4811

WILLIAM RAINEY HARPER COLLEGE, 512
Algonquin & Roselle Roads
Palatine, Illinois 60067
Phone: 312-397-3000


HIGHLAND
519
ROCK VALLEY
511
MC HENRY
528
LAKE CO.
532
WAUKEGAN
509
SAUK VALLEY
506
523
516
502
ILLINOIS
VALLEY
513
JOLIET
525
BLACK HAWK
503
SANDBURG
518
ILLINOIS CENTRAL
514
KANKAKEE
520
SPOON
RIVER
534
PARKLAND
505
LINCOLN LAND
526
537
LAKE LAND
517
LEWIS AND
CLARK
536
KASKASKIA
507
ILLINOIS
EASTERN
529
SHAWNEE
531
SOUTHWESTERN
522
SUMNER HARPER
512
OAKTON 535
TRITON 504
ORIOLE 527
CHICAGO
CITY
508
MORAINE
VALLEY
524
THORNTON
510
PRAIRIE
STATE
515
DAN
VILLE
507
ILLINOIS COMMUNITY
COLLEGE DISTRICTS
territory not in a
community college
district